The Army's Fraternization Policy

Instructor

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Operation Iraqi Freedom III (OIF III)

PURPOSE

To inform soldiers about changes in Army policy regarding good order and discipline as they pertain to relationships between military members of different rank.

REFERENCE

AR 600-20, Paragraphs 4-14, 4-15, and 4-16.

AGENDA

- Applicability
- What has Changed
- What has not Changed
- Business Relationships

AGENDA

- Personal Relationships
- Gambling
- Social and Family Relationships
- Other Prohibited Relationships

AGENDA

- Accountability
- Commander's Option
- Summary
- Conclusion

AGENDA

- Questions
- Quiz

APPLICABILITY

- This revised policy applies to
  - Relationships between Army personnel (Active or Reserve soldiers)
  - Relationships between Army personnel and personnel of other military Services
- The term “officer” includes both commissioned and warrant officers
- This revised policy is effective immediately except as noted.

WHAT HAS NOT CHANGED

(1 of 2)

- **The Army continues to prohibit all unprofessional relationships that:**
  - **compromise the chain of command**
  - **cause partiality or unfairness**
  - **involve the improper use of rank for personal gain**
  - **are exploitative or coercive in nature**
  - **create an adverse impact on discipline, authority, morale, or mission accomplishment**

WHAT HAS NOT CHANGED

(2 of 2)

- **Relationships that present the appearance of violating any of these standards may also be prohibited.**

WHAT HAS CHANGED

Certain types of relationships between officers (commissioned and warrant) and enlisted personnel are now prohibited.

BUSINESS RELATIONSHIPS

- **Business relationships between officers and enlisted personnel are prohibited.**
- **Exceptions**
  - **Landlord/tenant relationships**
  - **One time transactions (such as sale of an automobile or house)**
  - **For ARNG/USAR only, business relationships which exist due to their civilian occupation or employment**

PERSONAL RELATIONSHIPS

(1 of 4)

- Dating, shared living accommodations, intimate or sexual relationships between officer and enlisted are prohibited.

PERSONAL RELATIONSHIPS
(2 of 4)

- **Exceptions to Prohibited Personal Relationships**
  - **Marriages that are entered into prior to 1 Mar 00**
  - **Relationships that violate policy only because of the promotion or change in status of one military member (for instance, two enlisted soldiers are married and one is commissioned through OCS).**

PERSONAL RELATIONSHIPS
(3 of 4)

- **Exceptions to Prohibited Personal Relationships**

For ARNG/USAR personal relationships that exist due to civilian acquaintenanceship (unless individuals are on active duty other than Annual Training)

PERSONAL RELATIONSHIPS
(4 of 4)

- **Exceptions to Prohibited Personal Relationships**

For Regular Army personal relationships with a member of the ARNG/USAR that exist due to civilian (off duty) association.

GAMBLING

Gambling between officers and enlisted personnel is prohibited. There are no exceptions.

SOCIAL AND FAMILY RELATIONSHIPS

Associations between officer and enlisted that occur in the context of community organizations, religious activities, athletic teams and events, unit-based social functions, or family gatherings are not prohibited.

OTHER PROHIBITED RELATIONSHIPS

(1 of 2)

Any relationship between permanent party personnel and IET trainees not required by the training mission is prohibited.

OTHER PROHIBITED RELATIONSHIPS

(2 of 2)

Any relationship between permanent party personnel assigned or attached to the U.S. Army Recruiting Command and potential prospects, applicants, members of the Delayed Entry Program or Delayed Training Program not required by the recruiting mission is prohibited.

ACCOUNTABILITY

- **In any relationship the senior person (by rank) is generally in the best position to terminate or limit the relationship.**
- **All servicemembers, however, may be held accountable for relationships that violate this policy.**

COMMANDER'S OPTIONS

- **Wide Range of Responses**
  - **counseling/education**
  - **administrative**
  - **non-judicial punishment**
  - **court-martial**
- **Goal is to use response that is warranted, appropriate, and fair**

SUMMARY

You have been informed about changes in Army policy regarding good order and discipline as they pertain to relationships between military members of different ranks.

CONCLUSION

- **Army's goal has not changed: a combat ready force**
- **Army's standards have not changed: relationships which harm unit cohesion are unacceptable**
- **Army policy has changed: commanders are the key players in guiding soldiers through the transition**

QUESTIONS??

QUIZ